IG/CA INVENTORY CODING TEMPLATE
"CIVILIAN CAREER PROGRESSION"

Function Code: N/A

While Navy does not manage a formal program for civilian career progression it has recently established within N1 the Civilian Community Management (CMM) Division. In part the CMM Division is charged with identifying intern and other workforce development requirements and tracking career paths.

The Claimants may code a limited number of civilian authorizations as "**K**" (Civilian and Military Career Progression) in order to provide developmental positions (career paths) for critical technical or leadership skills because the pool of civilian manpower coded A through J does not provide adequate career progression opportunities. This manpower is needed to provide the kind of assignments necessary to produce competent leaders, managers, and support staff necessary to advise and assist government officials with the management, oversight, control and accountability of government activities, and must be part of a formally approved developmental program that provides career progression into civilian positions that require technical or leadership skills that cannot be taught or directly acquired from the private sector. Manpower authorities shall coordinate with civilian personnel authorities to verify the validity of these requirements and ensure they are determined using a formally approved process.

Applicable Manpower Type:

	Officer	Enlisted	Civilian
Designator/ Rate/ OCC Ser	N/A	N/A	Various
Primary NOBC/ NEC	N/A	N/A	N/A
Secondary NOBC/ NEC	N/A	N/A	N/A

Applicable Activity Type (first four digit of 10 digit activity code): Various

Appropriate Manpower Mix Criteria Code: "**K**" – Civilian & Military Career Progression.

Application: Mandatory ___   Exceptions w/justification ___   Guide _X_

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